



GENERAL SERVICES, DEPARTMENT OF CAREER EXECUTIVE ASSIGNMENT EXAMINATION ANNOUNCEMENT

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation. It is an objective of the State of California to achieve a drug-free work place. Any applicant for state employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing Civil Service, and the special trust placed in public servants.

DEPARTMENT:	GENERAL SERVICES, DEPARTMENT OF	RELEASE DATE:	Tuesday, August 11, 2015
POSITION TITLE:	Chief, Office of Strategic Planning, Policy and Research	FINAL FILING DATE:	Wednesday, September 9, 2015
CEA LEVEL:	CEA A	EXTENDED FINAL FILING DATE:	
SALARY RANGE:	\$ 6,296.00 - \$ 9,051.00 / Month	BULLETIN ID:	08112015_6

POSITION DESCRIPTION

Under the general direction of the Chief Deputy Director, the Chief of the Office of Strategic Planning, Policy and Research is responsible for policy formulation and decision-making while applying the core values of DGS: integrity, accountability, communication, excellence, innovation and teamwork. The Chief is expected to adhere to, model and support these values.

The Chief leads a research and evaluation team that is responsible for gathering and assessing data; conducting research studies; developing, implementing and assessing the department's comprehensive strategic/business plans; working with DGS' various business units to develop performance measures; providing clear and timely information based on objective analysis and department policy that is used to improve the delivery of department services; conducting research to provide management with accurate, relevant information on which to base decisions; maintaining accurate and reliable state and department reference material to facilitate the smooth and consistent operation of programs; working with programs to develop performance measures to articulate expectations to management and staff; providing advice to executive staff on trends and issues impacting the department and state government, and recommending programmatic and policy changes based on the implications of those trends and issues; developing and coordinating customer surveys; and researching, organizing and completing special projects as assigned.

MINIMUM QUALIFICATIONS

Applicants must meet the following minimum qualifications:

Either I

Must be a current State civil service employee with permanent civil service status, as defined in Government Code Section 18546.

Or II

Must be a current or former employee of the Legislature, who resigned or was released from service within the last 12 months, and with two or more consecutive years of service as defined in Government Code Section 18990.

Or III

Must be a current or former nonelected exempt employee of the Executive Branch of **government** who resigned or was released from service within the last 12 months, and with two or more consecutive years of service (excluding those positions for which the salaries are set by statute) as defined by Government Code Section 18992.

Or IV

Must be a person retired from the United States military, honorably discharged from active military duty with a service-connected disability, or honorably discharged from active duty as defined in Government Code Section 18991.

KNOWLEDGE AND ABILITIES

Applicants must demonstrate the ability to perform high administrative and policy – influencing functions effectively. Such overall ability requires possession of most of the following more specific knowledge and abilities:

(1) Knowledge of the organization and functions of California State Government including the organization and practices of the Legislature and the Executive Branch; principles, practices, and trends of public administration, organization, and management; techniques of organizing and motivating groups; program development and evaluation; methods of administrative problem solving; principles and practices of policy formulation and development; and personnel management techniques; the department's or agency's Equal Employment Opportunity Program objectives; and a manager's role in the Equal Employment Opportunity Program.

(2) Ability to plan, organize, and direct the work of multidisciplinary professional and administrative staff; analyze administrative policies, organization, procedures and practices; integrate the activities of a diverse program to attain common goals; gain the confidence and support of top level administrators and advise them on a wide range of administrative matters; develop cooperative working relationships with representatives of all levels of government, the public, and the Legislature and Executive branches; analyze complex problems and recommend effective courses of action; and prepare and review reports; and effectively contribute to the department's or agency's Equal Employment Opportunity objectives.

These knowledge and abilities are expected to be obtained from the following kinds of experience with substantial participation in the formulation, operation and/or evaluation of program policies (experience may have been paid or volunteer; in State service, other government settings, or in a private organization):

CEA Level A Responsible for broad administrative and program activities, including the execution and/or evaluation of program policies.

CEA Level B Responsible for extensive managerial and program administration or broad program manager experience with substantial participation in the formulation, operation, and/or evaluation of program policies.

CEA Level C Responsible for extensive highly professional influence and contributes to program, policy, and the methods to provide professional services needed to set policies, to meet the mission of the State department and often exercising technical and or professional skills that are required at this level.

DESIRABLE QUALIFICATION(S)

In addition to evaluating each candidate's relative ability, as demonstrated by quality and breadth of experience, the following factors will provide the basis for competitively evaluating each candidate:

- Experience leading team efforts that involve analyzing complex programs, gathering and assessing data, conducting research, developing logical conclusions, and making recommendations.
- Strong writing and verbal presentation skills.
- Experience at the managerial level in the use and management of strategic planning, performance evaluation and measurement principles and techniques; benchmarking; and organizational development.
- Experience developing robust comprehensive strategic/business plans.

EXAMINATION INFORMATION

A minimum rating of 70% must be attained to obtain list eligibility. Hiring interviews may be conducted with the most qualified candidates. All candidates will receive written notification of their examination results. The result of this examination will be used only to fill the position of **Chief, Office of Strategic Planning, Policy and Research**, with the **GENERAL SERVICES, DEPARTMENT OF**. Applications will be retained for twelve months.

The Results of this examination will be used only to fill this position and may be used to fill subsequent vacancies for this position for a period of up to twelve months.

The examination process will consist of an application, resume, and Statement of Qualifications evaluation. The Statement of Qualifications will be used to evaluate your education and experience as it relates to the "Desirable Qualifications" listed below, and may also serve as documentation of each candidate's ability to present information clearly and concisely in writing since this is a critical factor for successful job performance. The Statement of Qualifications may be the only basis for your final score and rank on the eligible list.

Interviews may be conducted as part of the examination process. (Hiring interviews may be conducted with only the most qualified candidates if it is determined necessary in order to make a selection.)

All applicants will be notified of the results. The results of this examination may be used to fill subsequent vacancies in this position within the next 12 months. To obtain list eligibility, a passing score of 70 percent must be obtained.

FILING INSTRUCTIONS

Applications (STD 678), resumes and Statements of Qualifications must be POSTMARKED no later than the final filing date. Applications, resumes and Statements of Qualifications personally

delivered or received via interoffice mail after 5:00 p.m. on the final filing date will not be accepted for any reason. The examination title must be indicated on the application. FAXED or EMAILED APPLICATIONS, RESUMES, AND STATEMENTS OF QUALIFICATIONS WILL NOT BE ACCEPTED.

- A standard state application (Form 678) and a resume that clearly addresses your experience and job titles, names and addresses of employers, periods of employment, and education relevant to the Minimum Qualifications listed above. Applications are available upon request or on the Internet at: <http://jobs.ca.gov/pdf/std678.pdf>
- A Statement of Qualifications that describes your experience, knowledge and abilities as they relate to each "Desirable Qualification" factor listed under the "Desirable Qualifications" section of this bulletin. You must provide specific examples for each Desirable Qualification factor. The Statement of Qualifications should not exceed three pages in length with a font no smaller than 10 pitch.
- Applications submitted without a Statement of Qualifications will be rejected from this examination.
- Statements of Qualifications submitted without specific examples for each Desirable Qualification factor may be given a disqualifying score.

Interested applicants must submit:

Applications must be submitted by the final filing date to:

GENERAL SERVICES, DEPARTMENT OF, OFFICE OF HUMAN RESOURCES
707 3RD STREET 7TH FLOOR, WEST SACRAMENTO, CA 95605
VANESSA SINGH | (916) 376-5400 | vanessa.singh@dgs.ca.gov

SPECIAL TESTING

If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the "Examination Application." You will be contacted to make specific arrangements.

GENERAL INFORMATION

If you meet the requirements stated in this bulletin, you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination described on this bulletin will be compared with the performance of others who take this test, and all candidates who pass will be ranked according to their scores.

The GENERAL SERVICES, DEPARTMENT OF reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others.

Class specs: [CEA and Exempt Appointees](#)

